

BFF COU BENEFIT SUMMARY SHEET

For Employees Hired Prior To January 1, 2007

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
\$556.17/month towards medical plan
plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Voluntary plan through VSP
- **PROFESSIONAL DEVELOPMENT**
\$500.00/year
- **LIFE INSURANCE**
\$50,000 policy paid by employer
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Covered accident/injury/loss up to \$52,000
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
70% after 14 day waiting period up to \$1,500/week
60% after 180 day waiting period up to \$8,000/month
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986

RETIREMENT BENEFITS

- **RETIREMENT – PERS**
3.0% @ 55 OR 2.7% @ 57
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership status; if there is a portion of Employee Contribution paid by the City, it will be reported as Special Compensation for retirement purposes only
- **401A**
Mandatory \$30.00/month employee contribution
- **POST EMPLOYMENT HEALTH PLAN (PEHP)**
\$30.00/month employer contribution and value of 100% of vacation and 50% of sick leave at time of separation

VACATION AND HOLIDAYS

- **VACATION (40 Hour Employees)**
Less than 8 years of service.....2 weeks/year
8-16 years of service.....3 weeks/year
17+ years of service.....4 weeks/year
- **VACATION (56 Hour Employees)**
Less than 8 years of service...six (6) 24 hour shifts
8-16 years of service.....nine (9) 24 hour shifts
17+ years of service.....twelve (12) 24 hour shifts
- **HOLIDAYS (40 Hour Employees)**
10 days fixed plus 20 hours floating/year*

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE**
8 hours/month for 40 hour employees
12 hours/month for 56 hour employees
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**
12 weeks unpaid leave in a 12 month period
(must supplement with paid leave if available)
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
\$600.00/year; Safety equipment provided
- **TUITION REIMBURSEMENT**
75% up to \$1,500/fiscal year per terms in MOU
- **BILINGUAL BONUS**
\$100.00/month
- **EDUCATIONAL INCENTIVE PAY**
30 College units or CFO/CFPO....\$60.00/month
60 College units or AA/AS.....\$115.00/month
BA/BS.....\$200.00/month
MA/MS.....\$300.00/month
- **MERIT PAY**
Bonus of up to 5% of base salary/year

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.